

EEO PUBLIC FILE REPORT
For
WBUR-FM, WBUA-FM and WBUH-FM
December 1, 2013 through November 30, 2014

This report below lists all full-time vacancies filled during the reporting period.

All full-time positions are listed on the Boston University website: www.bu.edu/hr/jobs
In addition, notices of full-time job openings are posted on the WBUR website: www.WBUR.org/about/jobs

Mailing Address:

WBUR
890 Commonwealth Avenue
Boston, MA 02215

Telephone Number: 617-353-0909
Contact Person: Jean Wong
E-mail Address: Jwong@bu.edu

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Interviewees Source of Referral</u>	<u>Recruitment Sources Utilized for interviewees from Attachment A</u>
Specialist, Community Engagemer	3	BU Website; WBUR Website; internal referral	#47; #48
Technician II, Broadcast Rec	3	BU Website; WBUR Website; internal applicant	#47; #48
Technician II, Broadcast Rec	1	BU Website; WBUR Website; internal applicant	#47; #48
Assoc. Producer	1	BU Website; WBUR Website; internal applicant	#1 through #21; #27 through #48
Producer, Assoc.	6	BU Website; WBUR Website; internal applicant; outside referral	#1 through #21; #23; #26 through #48
Editor, Ass't Managing	1	BU Website; WBUR Website; outreach	#1 through #21; #27 through #48
Director, SR Technical	1	internal transfer/promotion	#47; #48
Producer, Assoc	1	internal transfer/promotion	#47; #48
Director, Technical	1	internal transfer/promotion	#1 through #21; #27 through #48
Director, Development	9	BU & WBUR Website; outside & internal referral	#1 through #21; #27 through #52
Marketing Associate I	1	BU Website; WBUR Website; internal applicant	#1 through #21; #27 through #48
Producer, Field	6	BU Website; WBUR Website; internal applicant	#47; #48
Reporter II, Digital	9	BU Website; WBUR Website; outreach, referral	#1 through #21; #27 through #48
Managing Editor, Digital, ARTery	1	BU Website; WBUR Website; internal applicant	#47; #48

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Attachment A

Recruitment Sources used for Full-Time Job Openings

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| <p>1 Action for Boston Community Development
178 Tremont Street
Boston, MA 02111
617-357-6000 x399
Contact: Delcenia Jackson
HR@bostonabcd.org</p> <p>2 American Women in Radio & Television
1760 Old Meadow Road, Suite 500
McLean, VA 22102
703-506-3290
www.AWRT.org</p> <p>3 Asian American Journalists Assoc.
5 Third Street, Suite 1108
San Francisco, CA 94103
National@aaaja.org
Contact: Kathy Chow, Executive Director
415-346-2051
www.aaaja.org</p> <p>4 Assoc of Fundraising Professionals
389 Main St, Suite 202
Malden, MA 02148
781-397-8870
Linda Guild
www.afpmass.org
617-355-3066
Mia Simon</p> <p>5 Blacks Interested in Communications
1468 Broad Street
Providence, RI 02905</p> <p>6 BlackVoices.com
Tribune Towers
435 N. Michigan Ave
Chicago, IL 60611
312-222-4326
www.blackvoices.com</p> | <p>27 Chinese Progressive Association
28 Ash Street
Boston, MA 02111-1517
617-357-4499
Lydia Lowe, Executive Director
www.cpaboston.org</p> <p>28 The Coalition of 100 Black Women Inc.
Manhattan Chapter
P.O. Box 1711, Grand Central Station
New York, NY 10163
ncbwmnmanhattanchapter@yahoo.com</p> <p>29 Community Work Services
174 Portland Street
Boston, MA 02114
617-720-2233
Contact: Maria Krueger</p> <p>30 Foundation for Minority Interests in Media
524 West 57th Street
New York, NY 10019
212-975-2545
Sandra Rice, VP Eastern Region</p> <p>31 Hispanic American Chamber of Greater Boston
406 S. Huntington Avenue
Boston, MA 02130
617-261-4222
Contact: Nader Acevedo, Executive Director
www.hacc.com</p> <p>32 Jewish Vocational Services
Career Moves
29 Winter Street, Suite 500
Boston, MA 02108
617-399-3180
Contact: Kira Khazatsky
www.jvs-boston.org</p> |
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7 Career Collaborative, Inc.
77 Summer Street, 11th Floor
Boston, MA 02111
Attn: Mary Leviner, Employment Associate
(617) 424-6616
www.careercollaborative.org

8 Massachusetts Broadcasters Assoc.
43 Riverside Ave.
PMB 401
Medford, MA 02155
800-471-1875
www.massbroadcasters.org

9 Minority Professional Network
P.O. Box 55399
Atlanta, GA 30308-5399
888-676-6389
www.minorityprofessionalnetwork.com

10 National Assoc. of Asian American Professionals
NAAAP-Boston
P.O. Box 51922
Boston, MA 02205
617-227-1113
Samson Lee
www.naapboston.org

11 National Assoc. of Black Journalists-Boston Chapter
c/o Gary Washburn
158 Tremont St., #1
Cambridge, MA 02139
www.nabj.org

12 National Association of Black Journalists
UNIVERSITY OF MARYLAND
8701-A Adelphia Road
Adelphia, MD 20783-1716
301-445-7100
fax 301-445-7101

13 National Assoc of Black Journalists
Executive Plaza
11350 McCormick Road, Suite 101
Hunt Valley, MD 21031

33 Latino Professional Network
P.O. Box 960601
Boston, MA 02196-0601
p. 617-247-1818
f. 781-341-3810
Contact: Rick Colon
www.lpn.org

34 Nat'l Assoc. of Minority Media Executives
Toni Laws, Executive Director
7950 Jones Branch Drive
McLean, VA 22107
p. 1-888-968-7658
f. 703-854-7181
www.namme.org

35 National Association of Negro Women
c/o Barbara Robinson
PO Box 2804
Woburn, MA 01888-1404
978-535-7415

36 National Multicultural Institute
3000 Connecticut Ave NW, Suite 438
Washington, DC 20008
p. 202-483-0700
f. 202-483-5233
Contact: Kelly Reid, Program Manager
www.nmci.org

37 Native American Journalist Assoc
University of Oklahoma Gaylord College
395 W. Lindsey
Norman, OK 73019-4201
405-325-9008
Contact: Jeff Harjo, Executive Director
www.naja.com

38 North of Boston Convention & Visitors Bureau
P.O. Box 5193
Salisbury, MA 01952
978-465-6555
www.northofboston.org

39 Operation A.B.L.E of Greater Boston
174 Portland Street
Boston, MA 02114
617-542-4180
Contact: Ron Genzale
rgenzale@operationable.net

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14 National Assoc of Hispanic Journalists
Hugo Balta, President
1050 Connecticut Ave NW, 10th Floor
Washington, DC 20036
202-662-7145
www.nahj.org

15 Public Media Business Association
1760 Old Meadow Road, Suite 500
McLean, VA 22102
703-506-3292
www.pmbaonline.org

16 Urban League of Eastern Massachusetts
Job Posting
88 Warren Street
Roxbury, MA 02119
617-442-4519
www.ulem.org

17 Urban League of Rhode Island
246 Prairie Avenue
Providence, RI
401-351-5000
Contact: Louie King

18 Women in Development of Greater Boston
5 Wilson Ave.
Belmont, MA 02478
617-489-6777
Megan Panek, President
www.widgb.org

19 National Association of Colleges
and Employers
62 Highland Ave.
Bethlehem, PA 18017-9085

40 The Partnership, Inc.
155 Seaport Blvd., 11th Floor
Boston, MA 02210
Attn: Suzanne Wilkins, Director Pgm Services
p. 617-262-2828
f. 617-988-6157
thepartnershipinc.org

41 Emerson College
Office of Career Services
120 Boylston Street
Boston, MA 02116
617-824-8586
Contact: Matt Cardin
careers@emerson.edu

42 Emmanuel College
Office of Internships & Career Development
400 The Fenway
Boston, MA 02115
p. 617-735-9975
f. 617-264-7695
e. weilerbr.emmanuel.edu
Brie Weiler, Career Advisor

43 Northeastern University Career Services
202 Stearns
360 Huntington Avenue
Boston, MA 02115
617-373-2430
Contact: Maria Stein, Director
www.careerservices.neu.edu

44 Smith College
Career Development Office, Drew Hall
North Hampton, MA 01063
413-585-2570
Brenda Jameson
www.smith.edu

45 Suffolk University Career Services & Cooperat
8 Ashbuton Place
Boston, MA 02108
617-573-8480
Terry Wells
Twells@suffolk.edu

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| 20 Commonwealth Compact
McCormack Graduate School of
Policy & Global Studies - Umass Boston
100 Morrissey Blvd
Boston, MA 02125
Attn: Tara DeSisto, Lead Project Manager
617-287-5511 | 46 University of Massachusetts at Boston
Office of Career Services
100 Morrissey Boulevard
Boston, MA 02125-3393
Contact: Mary Mahoney
617-287-5525
www.careers@umb.edu |
| 21 Boston College
Office of Career Services
38 Commonwealth Ave.
Chestnut Hill, MA 02467
Attn: Roger Woolsey | 47 Boston University Website:
www.bu.edu/hr/employment/jobs/jobs.shtml |
| 22 Asian American Journalists Association
http://www.aaaja.org/category/jobs-opportunities/
Web Posting on career page | 48 WBUR Website
www.wbur.org |
| 23 National Association of Black Journalists
http://careerservices.nabj.org/
Web posting on career page | 49 idealist.org
http://www.idealists.org/info/Job
Web posting on career page |
| 24 National Association of Hispanic Journalists
http://www.nahjcareercenter.com/
Web posting on career page | 50 Association of Fundraising Professionals
http://www.afpnet.org/JobCenter/?navItemNur
Web posting on career page |
| 25 JournalismJobs.com
http://www.journalismjobs.com/index.php
Web posting on career page | 51 Women in Development of Greater Boston
http://www.widgb.org/jobnet.html
Web posting on career page |
| 26 Corporation of Public Broadcasting Jobline
http://www.cpb.org/jobline/
Web posting on career page | 52 The Chronicle of Philanthropy
http://philanthropy.com/section/Jobs/224/
Web posting on career page |

ATTACHMENT B**MENU OPTION ACTIVITIES**

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
Internship Program	<p>WBUR offers internship opportunities with the following departments and/or programs: News, Here & Now, On Point, Only A Game, Radio Boston and internships in Digital Media. A total of 41 interns participated in the program during the Spring, Summer and Fall 2014 semesters.</p> <p>In the summer of 2014, WBUR hired a Boston resident and rising senior at Roxbury Latin school to a six-week, 32-hour summer job as part of the City of Boston's Summer Jobs for Boston Youth program. WBUR hired a minority student whose parents migrated to the United States from Cape Verde. He was 17 years old this summer. He worked on a rotation throughout a number of WBUR departments. He was able to spend time working on our national "On Point" program, in the WBUR local Newsroom. with the Station Manager, with the membership department and with the community engagement department. In the newsroom he conducted research and helped with administration and the production of news. He performed a number of tasks and received training throughout our operation.</p> <p>Sept 2014 WBUR's digital team accepted a developer intern from Tufts University</p>
Employee Training Program for personal and professional development	<p>As a university licensee, the station is able to offer a comprehensive training program entitled, "Get Trained." This training program offers work, health, and life series and professional development workshops to all employees. This integrated and unified series of workshops is offered through a collaborative effort of the University Training Group, which is comprised of staff from departments throughout the Boston University.</p> <p>The Office of Information Services and Technology offers instructor-led classes to downloadable reference materials and interactive online courseware to WBUR and the Boston University community. Training is provided in a variety of convenient formats. Topics cover areas that help make you more effective and efficient when working with today's technology.</p> <p>In the Spring and Fall of 2014, WBUR participated in Boston University's "Get Trained Series" and offered a rare behind-the-scenes tour of WBUR and its' news gathering and program operations. Participants were able to see a broadcast studio and learn about the technical equipment and production facilities of a radio station.</p>
Participation in job banks and Career Fair	<p>Boston University is a member of the Boston Consortium a group of 14 Boston colleges and universities that together strive to create and foster an environment that values people from all cultures, races and religions and that promotes mutual respect for all individuals. Boston University is part of the Boston Consortium's diversity outreach efforts which includes posting positions in 38 publications and hosting 4 job fairs a year.</p> <p>Thomas Bagarella, Manager of Employment and Training is Boston University's active member member in the Boston Consortium.</p> <p>WBUR was a sponsor of the National Assn of Black Journalists (NABJ) conference & career fair in Boston on 7/30-8/3/2014. Teaming up with National Public Radio (NPR), WBUR hosted a gathering of over 300 journalists of color at a meet up and networking opportunity on 8/1/2014. WBUR also hosted a table with National Public Radio (NPR) at the NABJ job fair.</p>

ATTACHMENT B**MENU OPTION ACTIVITIES**

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
Workshops and Conventions	<p>It is the practice for all the WBUR hiring managers to network and disseminate information in recruitment outreach to diverse groups interested in careers in broadcast media.</p> <p>WBUR was an official sponsor of Spark Camp Leadership which took place at the Neiman Foundation at Harvard University 6/19-6/22/2014. Spark Camp brings a diverse group of leaders across all industries to address challenges in a rapidly changing digital world.</p> <p>Attend regular monthly meetings at the Ad Club, a New England association for marketing and communications industry professionals and the Boston Chamber of Commerce.</p> <p>Attend South by Southwest conference (SXSW) conference in Austin, Texas on 3/7/2014-3/16/2014.</p> <p>Attend Public Media Business Association (PMBA) held in Portland, OR on 5/27/2014-5/30/2014.</p> <p>Attend Investigative Reporters & Editors (NICAR) conference in Baltimore, MD on 2/27-3/2/2014.</p> <p>Attend Public Radio Program Directors conference (PRPD) held in Portland, OR on 9/6-9/8/2014.</p> <p>Attend Public Media Development & Marketing conference (PMDMC) held in Denver, CO on 7/10-7/12/2014.</p> <p>Attend Online News Association (ONA) held in Chicago, IL 9/25-9/27/2014.</p>
Other Activities	<p>In WBUR's Managing Director of News & Programming, served on a panel with many distinguished journalists to select the winner of the Daniel Schorr Journalism Award. This award established in 2002 by WBUR and Boston University, recognizes a young talented journalist in public radio for their individual news work of significance and quality. This award celebrates a new and diverse generation of public radio journalists under 35 years old and seeks to inspire them to stretch the boundaries of the medium. Journalists from around the world compete for the prize.</p> <p>WBUR and Boston University are members of the Commonwealth Compact, a group of participating business leaders and organizations committed to concrete steps aimed at making Boston a welcoming, diverse place to live and work for all people.</p> <p>November 2014 WBUR Digital hosted an evening with graduate students from Boston University to discuss the state of digital journalism.</p>

Agencies Requesting Notification of Job Vacancies

<u>Date Request Received</u>	<u>Name of Organization</u>	<u>Contact Person</u>	<u>Title</u>	<u>Street</u>	<u>City</u>	<u>State & Zip</u>
11/20/2012	Commonwealth Compact	Tara DeSisto	Technical Lead Project Manager	McCormack Graduate School of Policy & Global Studies - Umass Boston 100 Morrissey Blvd	Boston	MA 02125